THE RECOVERY KERNEL

Conflict Guide — Deep Body Pack

Priority-market body pass

This pass keeps the purpose and emotional tone of the Conflict Guide close to source while deepening the guidance on how facilitators help the room work with friction directly, without denial, panic, triangulation, or unnecessary rupture.

What conflict is

Conflict is not automatically a failure of the room. Sometimes it is the room becoming visible. The Conflict Guide exists to help facilitators distinguish between destructive escalation and workable friction, so tension can be engaged without losing structure, safety, or contact.

Why conflict matters

If conflict is avoided, the room often becomes false, passive, split, or quietly resentful. If conflict is indulged without containment, the room can become chaotic, punishing, or unsafe. Good conflict work does not erase difference; it helps people stay in contact with difference without collapse or attack.

What to watch for

Watch for interruption, cross-talk, tightening posture, rising volume, moral certainty, rescuing, sarcasm, side-taking, withdrawal, looping accusation, or the moment when people stop speaking from direct experience and begin speaking about each other instead of to each other.

Early moves

Intervene early. The first moves are usually simple: slow the pace, name that tension is present, reduce overlap, and return people to one voice at a time. Early containment is often what keeps workable conflict from becoming relational damage.

Facilitator role

The facilitator should not become prosecutor, referee, or savior. Your role is to protect process, preserve contact, and keep the room inside a frame that can still hold complexity. You are there to regulate the container, not to win the argument for either side.

Directness

Encourage direct language over indirect commentary. Help people speak from their own experience, impact, need, or boundary. Conflict usually becomes less workable when people move into mind-reading, character judgment, or collective claims that no one can actually own.

Room vs pair

Sometimes the whole room is inside the conflict. Sometimes two people are carrying the active charge while everyone else starts to orbit around them. Know when to address the entire room and when to narrow the focus so the conflict does not become contagious.

Repair

Not every conflict resolves in agreement. Sometimes repair looks like clarity, boundary, pause, or acknowledgment rather than harmony. A good room can survive disagreement if the conflict is held cleanly enough.

What NOT to do

- Do not pretend conflict is not happening when the room can already feel it.
- Do not rush to peacekeeping that erases the real issue.
- Do not let the room split into camps without naming the process.
- Do not confuse emotional intensity with truth.
- Do not let conflict continue once the frame can no longer hold it safely.